



Seedlink is committed to protecting the integrity and privacy of personal information provided to Seedlink’s platform (the “Service”). This policy describes the types of information Seedlink collects, and the ways in which Seedlink uses and discloses that information.

INFORMATION SEEDLINK COLLECTS

User-Provided Personal Information

Seedlink provides a platform enabling job candidates (“Candidates”), employees (“Employees”) and employers (“Employers”) to engage in a variety of interactive applications, interviews, training and evaluation activities. In using the platform, users may provide information generally called personally identifiable information (“Personally Identifiable Information”). For example, in addition to providing standard profile information, including name, address, phone number, and other similar information, job candidates complete a Seedlink Interview created by a potential employer which can include information such as work history, skills, experience, abilities, work style and other responses to questions, and submissions of a variety of types of media including video and / or audio. The processing of this Personally Identifiable Information is based on the Candidates’ consent.

The Personally Identifiable Information will be sent to the Employer.

The Personally Identifiable Information shall be retained for a maximum period of two years from the provision of such information by the Candidates, such period may be reduced pursuant to the Employer’s request or when a Candidate exercises one of his/her rights as listed in the section “YOUR CHOICES” below.

“Cookies”

When you use the Service, we may send one or more cookies – small text files containing a string of alphanumeric characters – to your computer. You will be requested to accept our Cookies policy on the login page. If you keep on using the Platform after checking the box to indicate you agree to our Cookie policy, you will be considered as having approved the use of the cookies. Seedlink may use both session cookies and persistent cookies. A session cookie disappears after you close your browser. A persistent cookie remains after you close your browser and may be used by your browser on subsequent visits to the Service. Persistent cookies can be removed. Please review your web browser “Help” file to learn the proper way to modify your cookie settings and consult in particular the following websites:

Internet Explorer: <http://windows.microsoft.com/en-us/windows7/block-enable-or-allow-cookies>

Chrome: <https://support.google.com/accounts/answer/61416?hl=en>

Safari: <https://support.apple.com/en-us/HT1677>

Mozilla: <https://support.mozilla.org/en/kb/activer-desactiver-cookies>

Opera: <http://help.opera.com/Windows/10.20/en/cookies.html>



Please note that if you delete, or choose not to accept, cookies from the Service, you may not be able to utilize the features of the Service to their fullest potential.

“Automatically Collected” Information

When you use the Service, we may automatically record certain information from your web browser using technology such as “clear gifs” or “web beacons.” This “automatically collected” information may include Internet Protocol address (“IP Address”) or other device address or ID, web browser and/or device type, the web pages or sites that you visit just before or just after the Service, the pages you view on the Service, and the dates and times that you visit, access, or use the Service.

The Way Seedlink Uses Information

Seedlink may use your Personally Identifiable Information in a variety of ways in the operation of the service and our business, such as:

Seedlink may use the information you provide or that we collect to operate, maintain, enhance, and provide the features and services found on the Service, and personalize the Service for your preferences and interests. We may use your email address to contact you for administrative purposes, for customer service purposes, or regarding content that you have posted to the Service. Seedlink may use the information that you provide or that we collect and/or aggregate to understand and analyze the usage trends, interests, and preferences of our users, to improve the way the Service works and looks, and to create new features and functionality. Seedlink may now or in the future use “automatically collected” information and “cookies” to: (a) personalize our services, such as remembering your information so that you will not have to re-enter it during your visit or the next time you visit the Service; (b) monitor and analyze the effectiveness of application and evaluation activities; (c) monitor aggregate usage metrics such as total number of users, pages and media and features of the Service accessed, etc.; and (d) track your entries, submissions, and status, including the ways in which you may interact with the Service.

Seedlink may use your email address or other Personally Identifiable Information to send email related to the Service we think you may be interested in. You will have the ability to opt-out of receiving any such communications, either through links provided in the messages, or by updating your account preferences through the Service.

When Seedlink Discloses Information

We are not in the business of selling your Personally Identifiable Information. We do, however, disclose your Personally Identifiable Information in a variety of circumstances in the ordinary course of operating our business, such as:

The Service is fundamentally a platform for connecting Employers with Candidates or Employees, and as such, Personally Identifiable Information provided by Candidates or Employees will be shared with the applicable Employer(s). Automatically Collected Information collected by Seedlink may also be shared with Employer(s).



Seedlink makes certain reporting tools available to users of the Service to review and select applications and opportunities, analyze and understand usage metrics with respect to such applications and opportunities.

Seedlink may make certain automatically collected and other aggregate non-Personally-Identifiable Information to assist such parties in understanding our users' interests, habits, and usage patterns for certain programs, content, services, advertisements, promotions, and/or functionality available through the Service, as well as to provide a variety of different analytics, such as success metrics, uniqueness scores for submitted materials, and other statistical and analytical results derived from the information you may submit to the Service.

Seedlink works with third party service providers to provide website and application hosting, transcription, and data processing, as well as other services for us. To the extent it is necessary for these service providers to complete their contractual obligations to Seedlink, these third parties may have access to or process your Personally Identifiable Information. Generally, Seedlink's policy is to make these disclosures under limitations comparable to those in this policy, although certain large service providers, such as large hosting providers, do not include such limitations in the standard terms they offer. Certain third parties who we provide your Personally Identifiable Information authorize certain government and law enforcement agencies access to information stored by such third parties without providing notice to Seedlink, in some cases as required by law and in other cases voluntarily, and Seedlink has no control over such activities.

Seedlink may also disclose your information if required to do so by law or in the good-faith belief that such action is necessary to comply with state and federal laws (such as U.S. Copyright law), or in response to a court order, judicial or other government subpoena or warrant, or to otherwise cooperate with investigative or law enforcement activity.

Seedlink also reserves the right to disclose your information that we believe, in good faith, is appropriate or necessary to take precautions against liability; to protect Seedlink and others from fraudulent, abusive, or unlawful uses or activity; to investigate and defend ourselves against any third party claims or allegations; to assist government enforcement agencies; to protect the security or integrity of the Service; or to protect the rights, property, security, and/or safety of Seedlink, our users, or others.

YOUR CHOICES

You may, of course, decline to share certain Personally Identifiable Information with Seedlink, in which case Seedlink may not be able to provide to you some of the features and functionality found on the Service. You may access your Personally Identifiable Information and, under specific conditions, you may update, correct, delete your profile information or other Personally Identifiable Information you may have provided, withdraw your consent to the processing of such information at any time, set guidelines relating to the use of your Personally Identifiable Information after your death or, more generally, restrict the processing of such data and to request the portability of the Personally Identifiable Information, by contacting Seedlink at security@seedlinktech.com. You also have the right to bring a claim before the national data protection authority.



Considering that Seedlink's service involves automated decision-making, including profiling, we inform you that the logic involved is the following: a person's use of language is correlated with the soft skills, personality, psychology, education, culture, etc. of that person and based on that assertion Seedlink's algorithms make predictions for how well an individual is likely to fit in a given organizational culture, role and/or function. The consequences of such processing for you consist of assisting an Employer in making a decision regarding a recruitment, training and/or internal mobility decision.

Please note that while your changes will be promptly reflected in active user databases, users that have previously accessed the content may still have access to copies cached on their device, and we may retain all information you submit for a variety of purposes, including backups and archiving, prevention of fraud and abuse, and analytics. Further, derivative and analytical data derived from or based on the information you submit will be retained and may be used for all purposes.

To protect your privacy and security, we take reasonable steps to verify your identity before granting you account access or making corrections to your information. You are responsible for maintaining the secrecy of your unique password and account information at all times.

THIRD PARTY SERVICES:

THE SERVICE CONTAINS REFERENCES AND LINKS TO WEB SITES AND SERVICES PROVIDED BY THIRD PARTIES, INCLUDING EMPLOYERS. ANY PERSONALLY IDENTIFIABLE INFORMATION YOU PROVIDE ON THIRD PARTY SITES OR SERVICES (INCLUDING COMMUNICATIONS BETWEEN CANDIDATES OR EMPLOYEES AND EMPLOYERS THROUGH THE SERVICE) IS PROVIDED DIRECTLY TO THAT THIRD PARTY AND IS SUBJECT TO THAT THIRD PARTY'S POLICIES GOVERNING PRIVACY AND SECURITY. WE ARE NOT RESPONSIBLE FOR THE CONTENT OR PRIVACY AND SECURITY PRACTICES AND POLICIES OF THIRD PARTY SITES OR SERVICES TO WHICH LINKS ARE DISPLAYED ON THE SERVICE. WE ENCOURAGE YOU TO LEARN ABOUT THIRD PARTIES' PRIVACY AND SECURITY POLICIES BEFORE PROVIDING THEM WITH PERSONALLY IDENTIFIABLE INFORMATION.

DATA SECURITY:

Seedlink is not an information technology security service provider. While we do employ certain limited physical, managerial, and technical safeguards designed to help improve the integrity and security of our systems and the data stored on our systems, no physical or technical system, process, transmission, or storage mechanism is completely secure or immune from outages, losses, attacks, circumvention, design or implementation flaws, and human error. Therefore, we cannot and do not ensure or warrant that information you transmit to Seedlink will not be lost or compromised, either during or after transmission.

If Seedlink learns of a security systems breach, we may attempt to notify you electronically so that you can take appropriate protective steps. Seedlink may post a notice through the Service if a security breach occurs. Depending on where you live, you may have a legal right to receive notice of a security breach in writing. To receive a free written notice of a security breach you should notify us at security@seedlinktech.com.



COOKIE POLICY

Please reference [Seedlink's Cookie Statement](#) for the full cookie policy.

INTERNATIONAL VISITORS:

Depending on a variety of factors including but not limited to your location, the location of the Employer you may be interviewing or conducting training with or the location of the job you have or are interviewing for, the Service may be hosted in either China or the European Union. If you choose to use the Service from other regions of the world outside China or the EU, as applicable, where laws governing data collection and use may differ from China and/or EU law, then please note that you are transferring your Personally Identifiable Information outside of those regions to China or the European Union (as applicable) for storage and processing, and by providing your Personally Identifiable Information on the Service you consent to that transfer, storage, and processing. Such transfer occurs pursuant to the standard contractual clauses executed by Seedlink with Employer.

AFFILIATES; IN THE EVENT OF MERGER OR SALE:

Seedlink may now or in the future be affiliated directly or indirectly with other companies, such as parent companies and subsidiaries (and their parent companies and subsidiaries) and reserves the right to transfer your Personally Identifiable Information to any of these affiliated companies. In the event that all or a portion of Seedlink or its assets is acquired by or merged with a third-party entity or is subject to a change of control all or a portion of the data and information in Seedlink's systems may be one of the assets involved in such transaction, and we reserve the right, in any of these circumstances, to transfer or assign all or a portion of the information that we have collected from users in connection with such merger, acquisition, sale, or other change of control.

CHANGES AND UPDATES TO THIS PRIVACY POLICY:

Please revisit this page periodically to stay aware of any changes to this Privacy Policy, which may be revised periodically at Seedlink's discretion. If we modify the Privacy Policy, we will make it available through the Service, and indicate the date of the latest revision. In the event that the modifications materially alter your rights or obligations hereunder we will notify you of the change. For example, we may send a message to your email address, if we have one on file, or generate a pop-up or similar notification when you access the Service for the first time after such material changes are made. Our amended Privacy Policy will automatically take effect once it is made available through the Service, except that (i) we generally only use your personal information in the manner described in the Privacy Policy in effect when we received that personal information and (ii) if you do not agree with any changes to the Privacy Policy, you may terminate your account ceasing use of the Service. Your continued use of the Service after revised Privacy Policy has become effective indicates that you have read, understood and agreed to the current version of the Privacy Policy.



SEEDLINK CONTACT INFORMATION:

To access your information, ask questions about our privacy practices, or issue a complaint, contact us at:

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Privacy Policy Inquiries: security@seedlinktech.com